

MARION POLICE DEPARTMENT



PERSONNEL COUNSELING RECORD Counseling Form	UNIT Patrol	DATE: August 03, 2023
Counseled Employee's Name (Last-First-M.I.) Randolph, Matthew	Rank Sgt.	ID: 036

Counseling Issues:

On July 26, 2023 while attending Active Shooter training at Longfellow School, and in the presence of Chief David Fitts, it was observed that Sgt. Randolph and another officer had their sleeves pulled up, exposing their tattoos. I advised Sgt. Randolph and the other officer, per Chief Fitts order and the standard operating procedure that has been followed during the entire duration of my career (2009) when Sgt. Randolph is in uniform his tattoos are to be covered. Sgt. Randolph acknowledged my request.

The following day at the Marion High School during your training you rolled your sleeves up, while in uniform and participated in training. I then approached you and advised you that you were directly violating an order. I further advised that as a supervisor with this department it is disheartening that you ignore and modify orders. You began to discuss other officers that expose their tattoos, as if you were being picked on. It should be noted that YOU are the only officer I need to tell because you are directly responsible for carrying out and ensuring subordinates also follow orders, policies and procedures. You then explained it was because you were hot, while we were inside of an air-conditioned building.

On August 02, 2023 Officer Baker, whom is under your command had visible exposed tattoos, while attending BWC training. Again, this is your responsibility to ensure you and your subordinates follow all orders, policies and procedures.

When you started your career with the Marion Police Department you did not have exposed tattoos. As you chose to obtain tattoos throughout your career you did so knowing that they would have to be covered up.

In your statement you advised that you were "in fear of losing your job". Sir, as a supervisor and employee of the City of Marion when you ignore direct orders and/or policies, feeling the fear of being reprimanded or terminated is a relevant and expected feeling.

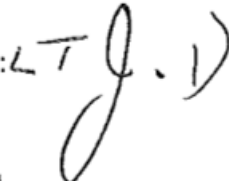
I have read the above and I acknowledge that on 8/03/23 Lt. J. Dwyer advised and counseled me relative to the above captioned personnel matter. Initialing the record of the session will not signify agreement or disagreement with its contents.

Signature of Counseled Employee

A handwritten signature in black ink, appearing to be "Matthew Randolph", written over a horizontal line.

Counseling Supervisor's Comments and Recommendations:

As a Sergeant you are required to ensure policies and procedures are adhered to by yourself and all subordinates.

Counseling Supervisor's Signature:  M3 / 040

Rank: LT

ID: M3 / 040

Reviewed by:

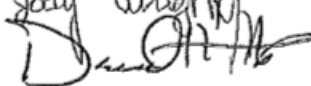
Rank:

ID:

Reviewed by: Jody Wright

Rank: Asst. Chief

ID: M2

Reviewed by: 

Rank: CHIEF

ID: M-1